

DEPARTMENT OF THE NAVY
 Chief of Naval Operations
 2000 Navy Pentagon
 Washington DC 20350-2000

OPNAVINST 1414.1C
 N86
 4 August 1995

OPNAV INSTRUCTION 1414.1C

From: Chief of Naval Operations
To: All Ships and Stations (less Marine Corps field addressees not having Navy personnel attached)

Subj: ENLISTED SURFACE WARFARE
 SPECIALIST QUALIFICATION
 PROGRAM

1. Purpose. To issue the requirements for qualification and designation of enlisted personnel as Enlisted Surface Warfare Specialists (ESWS). This instruction is a substantial revision and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 1414.1B.

3. Discussion. Attainment of ESWS designation signifies that a member has achieved a level of excellence above and beyond that of his/her peers in proficiency in surface ships. The ESWS pin signifies that the wearer is fully competent in his/her rate, as well as in the areas of damage control, maintenance and material management, safety, watchstanding, and general knowledge of engineering and combat systems. Wearers of the ESWS pin stand out as significant contributors to the Surface Force. ESWS qualification may only be obtained through the formal qualification program set forth in this instruction. Under normal circumstances, the Command Master Chief should be designated as the ship's ESWS coordinator.

4. Eligibility. ESWS qualification recognizes the efforts of a select group of enlisted individuals trained in surface ship operations. Therefore, eligibility to attain the ESWS designation is limited to the following:

a. Enlisted personnel permanently assigned to a commissioned U.S. Navy or Military Sealift Command (MSC) surface ship.

b. Enlisted personnel serving on Type 2, 4, or 8 Sea Duty, as defined in the Enlisted Transfer Manual (NAVPERS 15909E), who are assigned to U.S. Navy or MSC afloat staffs or to commands which deploy aboard commissioned U.S. Navy or

MSC surface ships as members of a detachment. These detachments must have the support of these ships and/or the ships' embarked staffs as their primary mission.

(1) Only periods during which the member is assigned to a commissioned USN or MSC surface ship shall count toward the 12-month sea duty requirement set forth in paragraph 5b.

(2) Staff or detachment personnel must make a deployment of at least 120 days while embarked in a commissioned USN or MSC ship.

(3) Staff or detachment personnel must use the ESWS program of the ship in which they are embarked.

c. Enlisted personnel assigned to the nucleus crew of a nuclear aircraft carrier (CVN) Pre-commissioning Unit (PCU) for more than 2 years prior to the CVN PCU's commissioning.

(1) Complete the underway portions of personnel qualification standards (PQS) listed in paragraph 5g while assigned to temporary duty aboard a commissioned USN or MSC surface ship.

(2) All periods during which the member is assigned to a commissioned USN and MSC surface ship shall count toward the 12-month sea duty requirement set forth in paragraph 5b.

(3) CVN PCU personnel must make a deployment of at least 120 days while embarked in a commissioned USN or MSC ship.

(4) CVN PCU personnel must pursue final qualification while embarked in a commissioned USN or MSC surface ship using the ship's ESWS program.

(5) All other personnel assigned to PCUs may complete those portions of the ESWS qualification program which do not require the ship to be underway; however, prospective commanding officers of these PCUs may not award final ESWS qualification to PCU crew members until after commissioning.

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d. Enlisted personnel from the U.S. Coast Guard and foreign navies who are permanently assigned to commissioned U.S. Navy or MSC surface ships or staffs. (Authorization to wear the insignia rests with the parent service or country of the individual concerned.)

e. Enlisted Selected Reservists (SELRES).

(1) Selected Reservists must be assigned to a Naval Reserve Force (NRF) ship, NRF afloat staff, ship augmentation unit, or ship augmentation staff for a minimum of 12 months and:

(a) Be in a satisfactory drill status.

(b) Complete at least two periods of Reserve Annual Training.

(c) Complete all ESWS requirements within 60 months of commencement of the ESWS qualification process.

(d) Only periods during which the member is assigned to a commissioned U.S. Navy or MSC surface ship shall count toward the 12 month sea duty requirement in paragraph 5b.

5. Standards. Candidates for ESWS shall:

a. Comply with eligibility criteria in paragraph 4.

b. Complete at least 24 month's time in service and 12 months accumulated sea duty.

c. Be E-4 or above.

(1) There may be instances when an E-3 demonstrates outstanding initiative or through some circumstances was delayed in advancement to E-4. In this case, the commanding officer may grant a waiver and allow an E-3 to ESWS qualify.

d. Attain ESWS qualification within 48 months after commencement of the qualification process except as otherwise provided in paragraph 4e(1) (c). Commanding officers may extend the period of time authorized for final qualification up to 12 months

when one of the following circumstances precludes completion within the 48 month time frame.

(1) Time spent in Regular Overhaul, Restricted Availability, or Tender Availability precludes a member from completing watchstation requirements.

(2) The ship's operating schedule does not afford sufficient time underway to complete watchstation requirements.

(3) A requirement exists to complete Engineering Officer of the Watch (EOOW) qualification, a nuclear engineering training program, or any other significant Personnel Qualification Standards (PQS).

(4) An unusual shipboard assignment, personal hardship, or other unusual circumstances preclude completion within 48 months.

e. Commencement of the qualification process must be well documented on page 4 in the candidate's service record. Subsequent assignments should be documented as well and will include recorded, cumulative ESWS PQS attainment.

f. Demonstrate effective leadership and directing ability and have performance marks of not less than 3.4. After 1 January 1996 when the new evaluation system is implemented, candidates will have no trait grades below 3.0 and be promotable or above. This performance must be maintained for two reporting periods if more than one evaluation exists.

g. Complete the following PQS:

(1) Basic Damage Control (NAVEDTRA 43119-2 SERIES). Complete all Fundamentals, Systems, and Watchstations.

(2) Ship's Maintenance and Material Management (3-M) Systems (NAVEDTRA 43241 SERIES), Watchstations 301 - 304.

(3) Division Damage Control Petty Officer (NAVEDTRA 43119-5 SERIES), Watchstation 301.

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(4) Advanced Damage Control Emergency Parties (NAVEDTRA 43119-3 SERIES), Watchstations 301 - 309, 316 - 321.

(5) Deck Watches Inport (NAVEDTRA 43397 SERIES), Watchstations 306 and 308.

(6) Safety Programs Afloat (NAVEDTRA-4 SERIES), Watchstation 301.

(7) Enlisted Surface Warfare Specialist (NAVEDTRA 43390 SERIES).

(a) All fundamental and systems sections in the PQS must be completed. The minimum watch-station requirements to achieve ESWS qualification are those items applicable to own ship's capabilities and mission areas. However, the goal of ESWS qualification is to complete as many watchstation items as possible, going well beyond the limitations imposed by ship types and primary mission areas. Commanding officers are encouraged to use every opportunity (e.g., exchange programs, temporary additional duty (TAD) assignments, trainer facilities, formal training) to provide exposure to all aspects of surface warfare.

h. Complete all PQS for those watchstations, both inport and underway, to which the members of the individual's particular rating and pay grade would normally be assigned.

i. Be recommended for ESWS qualification by their chain of command.

j. Display general knowledge of the ship's overall mission, engineering plant capabilities, combat systems, other mission-essential systems, and basic deck equipment during an oral examination by a multi-member board. On USN ships, the board will be chaired by the ship's commanding officer or a designated surface warfare officer (O-4 or senior). On MSC ships, the board will be chaired by a surface warfare qualified MSC sub-area or afloat staff commander (as applicable), or a designated surface warfare officer (O-4 or senior). The remainder of the board will be comprised of the command master chief, surface warfare officers and enlisted surface warfare specialists. Detachment, afloat staff, and SELRES personnel must use the

qualifying board of the ship in which they are embarked. ESWS PQS should be used as the foundation for the examination.

k. PQS items specified in subparagraph 5a(7) may be beyond the scope of duties required by most personnel. This is precisely the intent of the ESWS qualification. It is a qualification standard above that expected in the routine performance of duty.

l. If qualification has not been achieved upon transfer to another afloat command, the new command shall recognize recorded PQS attainment to date, but may require a re-demonstration of knowledge in any area deemed appropriate.

m. Non-aviation rating personnel assigned to a surface ship or sea staff are expected to qualify ESWS prior to pursuing other warfare qualifications.

6. Approval of Qualification

a. After satisfactory completion of the requirements within this instruction, approval of ESWS qualification will be as follows:

(1) For personnel permanently assigned to a commissioned ship, only the commanding officer may approve the ESWS qualification.

(2) For personnel assigned to or embarked in MSC afloat units, the qualification may be approved by the surface warfare qualified area, sub-area or afloat staff commander.

(3) For personnel assigned to ships' detachments, only the commanding officer of the ship in which the oral examination was held may approve the ESWS qualification.

(4) For personnel assigned to afloat staffs, only the commanding officer of the ship in which the staff is embarked may approve the ESWS qualification, provided the candidate has been recommended by his or her chain of command.

(5) For SELRES candidates, only the commanding officer of the ship in which the oral examination was held may approve the ESWS qualification.

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b. When members have been qualified for ESWS designation, an entry shall be made in their service records as follows:

(1) Annotation in PQS qualification entry section of Page 4.

(2) Page 13 entry as follows:

"(Date) Qualified as an Enlisted Surface Warfare Specialist (ESWS) this date and assigned the Enlisted Surface Warfare (SW) designator."

c. The appropriate Diary Message Reporting System (DMRS) entry will be submitted by the cognizant personnel office for the qualifying command at the time of qualification.

d. The qualifying officer is authorized to present the ESWS insignia upon final qualification. The attainment of ESWS qualification should be recognized at an appropriate ceremony and relevant comments should be incorporated in the member's next evaluation.

e. In the interest of maintaining consistent standards of qualification, Type Commanders (including Naval Air Forces, U.S. Atlantic and Pacific Fleets (AIRLANT/PAC) and Submarine Forces, U.S. Atlantic and Pacific Fleets (SUBLANT/PAC) for surface ships in their command) and Immediate Superiors in Command (ISICs) are directed to ensure that the spirit and intent of this instruction are being followed by units within their commands. This should be accomplished by monitoring and evaluating qualifiers and qualification programs.

7. Qualification Continuance. Once qualification has been achieved, transfer to another command will not necessitate requalification. Certification of unique shipboard system's knowledge in the new ship shall be as required by the qualifying officer. The individual is expected to maintain ESWS Warfare qualification currency at subsequent commands, as well as maintain watchstation proficiency consistent with rating and paygrade.

Qualified enlisted personnel who subsequently accept an appointment as commissioned officers will retain the right to wear the ESWS insignia per U.S. Navy Uniform Regulations.

8. Disqualification

a. Members previously qualified shall be disqualified by their commanding officers if any of the following conditions exist:

(1) Failure to maintain overall performance marks as outlined in subparagraph 5a(5).

(2) Unsatisfactory performance at sea.

(3) Unfitness for sea duty caused by lack of seamanship, warfighting, or managerial ability.

(4) Refusal to accept or perform duties afloat.

Note: Disqualification shall not be used in lieu of disciplinary action but should be considered coincidentally.

b. Formal notification of disqualification shall be recorded in the member's service record as follows (specific rationale for disqualification must be stated in page 13 entry):

"(Date) Failed to maintain qualification as an Enlisted Surface Warfare Specialist (ESWS) in that (include specific rationale for disqualification). Member has been informed that as of this date he/she is disqualified and is no longer authorized to wear the ESWS insignia or use the Enlisted Surface Warfare (SW) designator."

c. After receiving approval from the commanding officer, requalification attempts must follow the initial process.

9. Waivers. Requests to waive any part of this instruction should be submitted to N86 via the unit's administrative chain of command and the appropriate surface type commander.

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10. Form. Surface Warfare Specialist certificates, OPNAV 1412/2 (2-84), S/N 0107-LF-014-1210, may be ordered through Navy supply channels per NAVSUP P-2002.

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